

DEPARTMENT OF THE ARMY
HEADQUARTERS, RANGER TRAINING BRIGADE
FORT BENNING, GEORGIA 31905

ATSH-RBA-EO (600-20)

Policy Memorandum 98-13

15 OCT 99

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Sexual Harassment Policy

1. The Army's policy and my policy on sexual harassment are clear; sexual harassment erodes unit cohesion and will not be tolerated.
2. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - a. Submission to such conduct is made either implicitly or explicitly a term or condition of a person's job, pay, or career.
 - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating hostile, or offensive working environment.
3. This definition emphasizes that workplace conduct, to be actionable as an "abusive work environment" harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, the work environment as hostile or abusive.
4. Any soldier or civilian employee who, in a supervisory or command position, uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment. Likewise, any soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
5. Sexual harassment degrades teamwork and unit cohesion, which ultimately results in loss of operational readiness. Leaders at all levels are responsible for taking preventive and corrective action to combat this form of unacceptable behavior.

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6. I will not tolerate any form of sexual harassment. Members of this command will immediately report any violation to the chain of command to address the issue and deter future problems. This is a very sensitive issue which leaders must closely monitor on a continuous basis.

7. Rangers Lead The Way!

A handwritten signature in black ink, appearing to read 'F. Helmick', with a long horizontal stroke extending to the right.

FRANK G. HELMICK
COL, IN
Commanding

DISTRIBUTION:

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